



The CIAC Paddle

Helping You Navigate the IA Continuum



14th Edition, July 2014

Command IA Coordinators

The CIAC Paddle, 14th Edition. Now half-way through the calendar year, this edition of the CIAC Paddle details important IA administrative changes affecting: combat pay, Rest and Recuperation (R&R) leave, an NMPS site closure, and issues mobilized enlisted Reservists encounter with applying for post-IA tour Reserve billets.

CIACs' Role

Especially during the current period of rapid changes in IA missions, your CIAC role remains critically important to the success of an IA Sailor's deployment. CIACs are the first-line support system to IA Sailors! The expectation is that your support to IAs replicates the support Sailors are accustomed to in normal Navy lifelines. Your support to your IA Sailors should at a minimum, match the level of support you would like to have if you and your family were executing an IA deployment. The USFF IA Support team is here to help you in your CIAC role. If you need assistance supporting an IA seek help from your command or contact us at: usff.ia.fct@navy.mil.

CIAC Basics

CIACs, you are expected to ensure that your IA Sailors are:

- Prepared to deploy before reporting to NMPS
- Contacted regularly during deployment to assess their needs and issues
- Provided your full support during their preparation, deployment and for nine months following their return

The CIAC Keys to Success:

- Complete the CIAC training modules on NKO!
- Fully utilize the Navy IA website and NFAAS CIAC Information tab!
- Be proactive to ensure your Sailors are prepared!
- Contact your Sailors as required!
- Document your actions in NFAAS!
- Ask questions!

Actions for CIACs

We recently added a third training course, Shaping Expectations, required for all CIACs available on [NKO](#). The CIAC courses, USFF-CIACBT-1.0 (Basic Training), USFF-CIACRT-2.0 03 (Resources Training) and USFF-CIACSET-1.0 03 (Shaping Expectations Training), are accessible under "Course Catalog Tab / Individual Augmentee Training / CIAC Training." Complete all three Training modules within 60 days of assignment as CIAC.

Effective communication is the tool you use to stay connected with your IA during their deployment. Some communication best practices include:

- Professional communication: Be aware that the promptness and tone of your calls and/or emails has a direct impact on an IA's perception of Navy support.
- Routine contact: Based on the desired contact periodicity indicated in NFAAS, be sure to routinely contact your IA Sailors and their families to check up on their needs.

Additionally, you should review [CIAC FAQs](#), and become familiar with the newly revised [Navy IA website](#).

Man, Train & Equip

Closure of NMPS San Diego – To ensure IA Sailors are ready for deployment supporting overseas contingencies and return to Navy, civilian and family lives, Navy Mobilization Processing Sites (NMPS) remain an important component of the IA continuum. In response to reductions in overall IA demand, NMPS San Diego has been deactivated effective Jun 30 2014. All IA Sailors shall now mobilize and demobilize through NMPS Norfolk, Virginia.

Boots-on-Ground

Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) and Rest & Recuperation (R&R) Leave Areas Changes – Members receive [HFP/IDP](#) when serving in designated areas. In January 2014, DoD announced IDP changes effective June 1, 2014.

IDP is **no longer designated** for the following areas:

- Nine land areas of East Timor, Haiti, Liberia, Oman, Rwanda, Tajikistan, United Arab Emirates, Kyrgyzstan and Uzbekistan.
- Six land areas and airspace above Bahrain, Kuwait, Qatar, Saudi Arabia, Serbia and Montenegro.
- Four water areas of the Arabian Sea, Gulf of Aden, Gulf of Oman, and the Red Sea.
- Water area and air space above the Persian Gulf.

IDP **remains in effect** for the following areas:

- Iraq, Afghanistan, Lebanon, Jordan, Pakistan, Syria, Yemen and Egypt within the USCENTCOM area of responsibility.

Additional locations **recertified** for IDP in the USEUCOM, USAFRICOM, USSOUTHCOM, and USPACOM areas of responsibility are listed on the [Navy IA website](#).

Changes to IDP certification areas affect IA eligibility to participate in Rest and Recuperation (R&R) leave programs. In particular, R&R eligibility coincides with service in a designated IDP area. Therefore IA Sailors

who arrive in theater and are serving in locations which are no longer IDP certified will not be eligible for R&R program participation.

However, those IAs who arrived in theater prior to 1 June 2014 and were serving in an IDP certified location prior to 1 June, 2014, will maintain their R&R program eligibility. The following land areas are "grandfathered" for R&R eligibility for a one-year period effective June 1, 2014: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, Kyrgyzstan, Tajikistan and Uzbekistan.

Finally, for those sailors serving in CENTCOM areas not eligible for R&R, the respective service component has been given authority to grant regular leave at the local Commanders discretion. See additional information on the [Navy IA website](#).

Theater Awards Process – CIACs, you should be aware of the theater awards process for your Sailors to ensure they understand the various nuances involved with both combat and meritorious service awards. In particular, you should ensure that your Sailors understand that the Navy maintains a higher standard for combat awards than other services. Providing your Sailors with the right award information will aid in establishing end of tour expectations and assist them to serve with pride. For additional awards information, review the Navy IA webpage, [Theater Awards for IA Sailors](#) and "The CIAC Paddle" 11th Ed. Special Edition, Top Focus Area #8 – Awards, referenced on this webpage.

Re-Deployment

RC Mobilized Sailors Unable to Access CMS-ID – Mobilized enlisted Sailors are unable to access CMS-ID to research/request Reserve billets while mobilized on Active Duty. This issue prevents those Sailors who are due to rotate out of their existing Reserve command upon demobilization from obtaining a follow-on billet. In response, CIACs should ensure that your enlisted Sailors have a PRD with at least six months remaining after an IA Sailor's expected demobilization date. This will allow the affected IA time to reintegrate back into the normal Reserve rotation cycle upon completion of their IA assignment.

Here are some typical CMS-ID FAQs:

1. What indication do mobilized Sailors have that they are logged into an AC, vice RC, CMS-ID account?

When logged in, the upper right hand side of the page will state either "Active" or "Reserve."

2. Is it possible for mobilized Sailors to view a list of the advertised CMS-ID billets, even if the Sailors can't apply for them?

Reserve Sailors **are not** able to view the full list of Reserve billets that are available on CMS-ID during the beginning of the quarterly CMS-ID cycle. Reserve Sailors **will**, however, be able to view those billets that were not filled via CMS-ID at the beginning of the cycle and are still available at the end of the cycle. These will be posted on the [CNRFC N121 website](#).

3. Is it possible for mobilized Sailors to apply for CMS-ID billets outside of CMS-ID? No. Sailors can view the remaining billets on the CNRFC N121 website as previously mentioned. This will provide them an idea of some of the billets that may be available going forward.

4. What are the general rules regarding applying for a new billet in CMS-ID (e.g., can this be done at any time)? A Sailor can only apply for a new billet when within six months of PRD, after moving to a new location, or when changing from a CAI billet to a local fill.

Returning Warrior Workshop (RWW) – The [Returning Warrior Workshop \(RWW\)](#) is available at no cost to Reserve Component (RC) and Active Component (AC) Sailors who served as Individual Augmentees. At an RWW, they learn how to overcome the challenges at home and/or the struggles associated with transitioning from deployment/combat back to civilian life.

Qualifying participants include RC and AC Sailors who served as an IA and a guest. The guest could be a spouse, significant other, close family member, or friend. Workshops are comprised of group presentations, small group breakout sessions, vendor informational sessions and one-on-one counseling in a conference-style setting. Facilitators are carefully selected and trained to help the participants through potentially sensitive and emotional discussions. They include senior officer and enlisted personnel in the nurse corps, medical and social work fields, and chaplains.

View the [FY 2014 RWW Schedule](#) to assist your Sailor with reserving a seat for them because they fill up fast. **Notice for AC Sailors:** If your command is unable to fund your transportation to a scheduled RWW, send an email to [USFF IA Support](#). Place "Returning Warrior Workshop" in the subject line and include your full name, rank, command, email address, and phone number to request transportation funding.

Feedback

Your suggestions for improving the IA process and/or the CIAC program are greatly appreciated. Please send any feedback to: [USFF IA Support](#).

Information You Need to Know!

- ❖ [CNIC Family Connection–July 2014](#)
- ❖ [FY14 Returning Warrior Workshop \(RWW\) Schedule](#)
- ❖ Navy IA website, [www.ia.navy.mil](#)
- ❖ Deployment Health Assessment (DHA) website, [www.dha.navy.mil](#)
- ❖ Visit the [Navy IA Hall of Honor & In Memoriam](#)
- ❖ Like us on Facebook at [www.facebook.com/NavyIA](#)
- ❖ Follow us on Twitter at [www.twitter.com/Navy_IA](#)
- ❖ [Navy IA Mobile Apps](#): iPhone Android, and BlackBerry Platforms
- ❖ Emergency Numbers:
 - [ECRC](#) 24/7 Family Hotline: 1-877-364-4302, [ecrc.fs.fct@navy.mil](#)
 - [FEMA](#): 1-877-621-FEMA(3362)
 - [American Red Cross](#): 1-866-438-4636
 - [Military OneSource](#): 1-800-342-9647
 - [TRICARE](#): 1-888-363-2273